



**DELAWARE INSTITUTE OF MEDICAL EDUCATION & RESEARCH (DIMER)
QUARTERLY BOARD MEETING - COLLABORATIVE**

December 5, 2018

University of Delaware, STAR Campus Health Sciences Complex, STAR Tower
100 Discovery Boulevard – 7th Floor – Room 713
Newark, DE 19713

Meeting Attendance

DIMER Board Members Attending:

- Sherman Townsend (Chair)
- Michael Alexander, MD
- David Barlow, PhD
- Katherine Collison, MSM
- Marsha' T. Horton, MD
- Neil Jasani, MD, MBA
- Chuan-Shue Lee, MD
- Vincent Lobo, Jr., DO
- Lisa Maxwell, MD
- Robert Monteleone, MD
- James Richards, PhD
- Wayne Smith

Board Members Absent: N/A

- John Glenn, MD
- Kathleen Matt, PhD
- Carl Turner, MD

Partners Attending:

- Deborah Bevenger, Chief Admissions Officer
Philadelphia College of Osteopathic Medicine
- David Paskin, Vice Dean for Graduate Medical Education & Affiliations
Thomas Jefferson, Sidney Kimmel Medical College
- Omar Khan, President & CEO
Delaware Health Science Alliance (DHSA)



Delaware Health Care Commission Facilitator:

- Eschalla Clarke, Social Services Senior Administrator
- Elisabeth Scheneman, Executive Director

Guests:

- Deborah Hamilton, Hamilton Goodman Partners
- Elizabeth Lewis, Hamilton Goodman Partners



Meeting Minutes

CALL TO ORDER

Sherman Townsend called the meeting to order at 4:25PM.

APPROVAL OF MEETING MINUTES – BOARD VOTE

The September 26, 2018 meeting minutes was unanimously approved by the Delaware Institute of Medical Education and Research (DIMER) board.

NEW DIMER BOARD APPOINTMENTS AND UPDATED CONTACT INFORMATION

Dr. Marsha' T. Horton, Delaware State University - Dean of the College of Health and Behavioral Sciences was appointed as a DIMER Board Member in October 2018. Dr. Horton's board appointment runs through October 10, 2021.

Many existing board memberships must be updated and/or reappointed. DIMER will work with the Governor's Office to ensure the updates are effective in the near future. The following members were reappointed as follows;

- **Dr. Chuan-Shue Lee, through October 25, 2021**
- **Dr. Vincent Lobo, through October 25, 2021**
- **Dr. Carl Turner, through October 25, 2021**

Dr. Inguito was recognized for twelve (12) years of outstanding contributions to DIMER Board and medical education initiatives across the State.

Elisabeth Scheneman, Executive Director of the Delaware Health Care Commission was briefly introduced to the board.

DIMER board members are asked to update their current contact information with Delaware Health Care Commission by December 30, 2018. A copy of respective resumes, headshots and biography must be submitted to DHCC@state.de.us by the deadline for updates to the DIMER webpage.

PHILADELPHIA COLLEGE OF OSTEOPATHIC MEDICINE AND SIDNEY KIMMEL MEDICAL COLLEGE ANNUAL DINNERS



Thomas Jefferson - Sidney Kimmel Medical College hosted the first DIMER dinner for Fall 2018 at the Eakins Lounge (Jefferson Alumni Hall) – 1020 Locust Street, Philadelphia, PA 19107. The dinner was held on Monday, December 3, 2018 at 5:00PM. This dinner was specifically hosted for first and second year DIMER students. Delaware provided a fifteen (15) seater van for board members attending this event.

A second dinner for third year students is scheduled for Monday, January 14, 2019 at La Buca Restaurant – 711 Locust Street, Philadelphia, PA 19106. The State does not provide transportation services to this event.

Philadelphia College of Osteopathic Medicine will host its annual dinner for DIMER students on Tuesday, December 11, 2018 at the Hilton Hotel – 4170 City Avenue, Philadelphia, PA 19131 starting at 5:00PM. A van will be provided for this event as well. Based on a show of hands, eight (8) board members expressed interest in attending this event. One board member committed to taking a tour of the school starting at 5:00PM.

DELAWARE HEALTH SCIENCE ALLIANCE (DHSA) PARTNERSHIP AND DEVELOPMENT

Dr. Omar Khan, President and Chief Executive Officer (CEO) presented an overview of Delaware Health Sciences Alliance (DHSA) partnership and developments;

- Testimonial Video from a first year medical student at Sidney Kimmel Medical College – SKMC
- What the next generation of medical students should look like
 - Create welcome letters for newly accepted medical students
 - Two key Branch Campus events;
 - August 2018 for second and third year students
 - Graduates from medical school - Next Top Docs – students from the Branch Campus and SKMC were represented
- Raise awareness across Delaware for DIMER initiatives
- Develop new DIMER materials to take the program to the next level – existing brochure has outdated information, for example DIMER location is set as Haslet Armory – 122 William Penn Street, Dover, DE 19901 instead of 410 Federal Street, Dover, Delaware 19901.
- Provide website and social media presence – ensure all resources are maintained – at least one posting per month

Workforce Development

How to make Delaware more attractive to students. One way is by leveraging Delaware State Loan Repayment Program. Another option is to create a Delaware Recruitment Day, where medical students



are invited to a reception in Delaware, and have CEOs from healthcare institutions represent their respective organizations at the event.

Wayne A. Smith, President & CEO of Delaware Healthcare Association (DHA) notified the board that DHSA was invited to present an overview of this initiative at the next DHA board meeting. Some areas in the State feels neglected in terms of health care providers, so this topic holds interest for the DHA body.

Co-partnering with educational institutions (high schools through medical schools) should strengthen this initiative. Philadelphia College of Osteopathic Medicine, Deborah Benvenger – Director of Admissions, has volunteered to participate in any outreach events Delaware may host in the future.

A 2019 calendar of events was shared with the board;

- **April** Graduation Ceremony - students finishing up medical school
Shark Tank – research event
- **June** Joint (Branch) Campus Reception – pre-seniors (third and second year students)
- **July** Kent County Outreach Event – students are back home for summer
- **September** Delaware Recruitment Day – third and fourth year students
- **October** Sussex County Outreach Event
- **December** Annual DIMER Dinners

The Delaware Recruitment Day should target second year student as well and the event may have better attendance in Summer. Students are typically looking to sign on in November through January, but they start looking in July. They also factor in second and third visits. This event should be ahead of the students thinking process.

September was initially selected to complement Christiana Care Health Systems (CCHS) Alumni Day, where CCHS residents return to Delaware for a weekend long job fair event. This is a way to make practitioners feel connected to Delaware.

It may be effective to build in a meet and greet session for practitioners considering Delaware as a viable option.

In targeting high school students, it may be better to reach out to the schools instead of the parents. Because the schools will likely shuttle the students to events during the day.

Develop a mentoring list pool or internship opportunities for students is also a great opportunities.



St. Francis looked at how long residents remained at their first job after graduation, and the results were no more than 2-3 years. Administrators developed an outreach strategy to target these practitioners with recruitment offers.

Board members are asked to share their social media handles with Delaware Health Care Commission at DHCC@state.de.us.

OTHER BUSINESS – DELAWARE STATE LOAN REPAYMENT PROGRAM - SLRP

DIMER is uniquely positioned to make recommendations to Delaware Health Care Commission (DHCC) in terms of how the Delaware State Loan Repayment Program (SLRP) should be reshaped to include actual practitioner shortages in Delaware. There are rigid guidelines set by the Federal sponsors.

Delaware is looking towards developing a sustainability plan for this program with a full implementation date set for 2022. With this aim in mind, it is beneficial to have the discussions started now. Some of the larger hurdles currently under upgrade are;

- Financial – pooled resources between public and private organizations may build a stronger and more sustainable program
- Transition from paper applications to an online application system
- Update program materials – SLRP brochure handout

Board members are encouraged to send email updates and/or recommendations for improving the program and associated materials to DHCC@state.de.us.

It would be beneficial to include this literature in the handout packets at the Delaware Recruitment Day and have person interactions with the students.

Delaware Healthcare Association (DHA) is currently working on a separate SLRP. One that is not funded by the Federal grant sponsor and will not be encompassed under the same guidelines.

The Division of Public Health (DPH) hosts a Delaware Recruitment Conference every two years or so. DHSA can collaborate with DPH to target approximately 35 Recruitment Program Administrators.

University of Delaware (UD), Primary Care Physicians in Delaware report will be released in the coming weeks. The numbers look like there were some decreases. The author, Dr. Tibor of UD would be more than happy to present at a future DIMER board meeting.



The following DIMER board meetings are scheduled in accordance with the Chair's availability. There are typically four meetings per year. However, three meetings are currently scheduled for the 2019 year;

- April 17, 2019
- September 4, 2019 – collaborative with DIDER Board Members
- November 13, 2019

The DIMER Chair will reach out to the DIDER Chair to confirm the September 4, 2019 collaborative meeting date.

The DIMER Chair continues to work with Legislators for the upcoming budget year.

ADJOURN

The meeting was adjourned at 5:15pm. The Chair wished everyone a Merry Christmas and a Happy New Year. The next board meeting for DIMER and DIDER respectively will be held as follows;

- **Next DIMER Meeting**

Date: Wednesday, April 17, 2019

Time: 4:00PM – 6:00PM

Location: University of Delaware – Star Tower, Room 713 – 100 Discovery Boulevard, Newark, Delaware 19713

- **Next DIDER Meeting**

Date: Wednesday, April 10, 2019

Time: 3:00PM – 5:00PM

Location: Herman Holloway Campus – Main Administrative Building – Room 198 – 1901 N. Dupont Highway, New Castle, DE 19720